

Stafford County Public Schools

Executive Summary

Purpose	Obtaining and retaining good employees is the primary purpose for providing a health plan.
Goal	The goal of the Health Insurance Advisory Committee is to assist in designing a plan that will provide the most health insurance value for employees. We assumed no additional contribution by Stafford County Public Schools except for increases for inflation and participant usage.
Concerns	Employees want the option of keeping the current benefits. Employees want choices. Dependent coverage, particularly family coverage is too expensive. Continuing with vision is important. Better dental benefits should be considered to offset other changes. An HMO with lower cost should be an option. The plan needs to be competitive with other local school systems.
Competitive Choices	A triple option program is recommended with the current benefit design as the high option. The employee only contribution was set less than other local school systems and a favorable bid response allows us to reduce the single high option deduction from the originally proposed \$40 to \$34 per month.
Tax Savings	An Unreimbursed Medical Expense Account is recommended to reduce the impact of copayments and other out of pocket expenses. This will help the employee pay for medical expenses with pre-tax dollars. For example orthodontic out of pocket expenses could be paid with pre-tax dollars.
Improved Dental	The current Dominion Dental DHMO option and the addition of an Anthem Indemnity PPO Dental option is recommended.
Additional benefit for all employees	The addition of MedExpert International, Inc. services is recommended. This service has the potential of significantly curbing unnecessary healthcare costs. Additionally MedExpert will provide Stafford School employees with real time best-practice information on all medical conditions. This information will educate, empower and provide quality of life options based on the best and most current medical information available. It will be very difficult to quantify savings with this program and MedExpert does not focus on savings. Their focus is on providing the best information available to allow for the best medical outcome.
Notes:	<p>There is no plan to change the retiree health insurance policy 5-33 this year. The Board reserves the absolute right to reduce, increase, suspend, cancel or terminate such payments at any time for any reason whatsoever according to policy 5-33.</p> <p>The projected cost for the proposed Health Benefits Program is \$15.3 million. The School Board is projected to pay \$11.1 million.</p>

January 13, 2004